

SECTION 5.27 SHIFT DIFFERENTIAL CHART
Last Update: 10/11

Collective Bargaining Agreement	Hourly Rate	Shift 2 or 3	Bargaining Unit*	Bargaining Status**
AFSCME	\$0.60	Shift 2: 4 hours between 6 p.m. & midnight	001, 002, 003, 004, 006, 011	N
AFSCME	\$0.65	Shift 3: 4 hours between midnight & 6 a.m.	001, 002, 003, 004, 006, 011	N
SPOC	\$0.90	Shift 2: 4 hours between 6 p.m. & midnight	007	N – Except class code 05355 (Conservation Officer)
SPOC	\$1.00	Shift 3: 1 hour between midnight & 7 a.m.	007	N – Except 05355 (Conservation Officer) and State Troopers in class codes 15999, 16000, 16005, 16010, 16015
SPOC – State Troopers ONLY	\$1.00	Shift 3: 4 hours between midnight & 7 a.m.	007	N – State Troopers ONLY in class codes 15999, 16000, 16005, 16010, 16015
IUP-Social Services – Correctional Counselors ONLY	\$0.60	If scheduled to work outside of Monday - Friday 7 a.m. to 6 p.m.	005	N – Class code 86419 (Correctional Counselor) ONLY
IUP-Social Services – Youth Counselor ONLY	\$0.50	Shift 2: 4 hours between 5 p.m. & midnight	005	N – Class code 03054 (Youth Counselor) ONLY
IUP-Social Services – Youth Counselor ONLY	\$0.55	Shift 3: 4 hours between midnight & 6 a.m.	005	N – Class codes 03054 (Youth Counselor) ONLY
IUP-Science	N/A	N/A	009	N
Non-Contract	\$0.60	Shift 2: 4 hours between 6 p.m. & midnight	001,002, 003, 004, 006, 008, 010, 011, 012	E, U, S
Non-Contract	\$0.65	Shift 3: 4 hours between midnight & 6 a.m.	001, 002, 003, 004, 006, 008, 010, 011, 012	E, U, S
Non-Contract Sergeant ONLY	\$0.60	Shift 2: 4 hours between 6 p.m. & midnight	007	S – Class code 16030 (Sergeant) ONLY
Non-Contract Sergeant ONLY	\$0.65	Shift 3: 4 hours between midnight & 7 a.m.	007	S – Class code 16030 (Sergeant) ONLY

***Bargaining Unit**

001	Clerical (AFSCME)
002	Technical (AFSCME)
003	Blue Collar (AFSCME)
004	Fiscal & Staff (Field Status 104) (AFSCME)
005	Social Services (UE/IUP)
006	Security (AFSCME)
007	Public Safety (SPOC)
008	Engineering (Unorganized)
009	Science (UE/IUP)
010	Education (Unorganized)
011	Patient Care (AFSCME)
012	Patient Treatment (Unorganized)
015	Social Services (IMW classes) (UE/IUP)
021	Justice (Exempt)
024	Department Directors (Appointed, Non-Elected Officials)

****Bargaining Status**

- E – Exempt:* A class exempted from the provisions of Chapter 20, Iowa Code, for reasons other than supervisory duties.
- N – Non-Supervisory:* A class covered by the provisions of Chapter 20, Iowa Code, and assigned by the Iowa Public Employment Relations Board (IPERB) to a collective bargaining unit.
- S – Supervisory:* A class exempted from the provisions of Chapter 20, Iowa Code, because the duties of the class are supervisory as defined by Chapter 20, Iowa Code, and designated by DAS-HRE.
- U – Unorganized:* A non-supervisory class covered by the provisions of Chapter 20, Iowa Code, but not currently covered by a collective bargaining agreement.